

## Meeting #5: HIFF Review and Goals and Vision Setting

### June 2018

#### HIFF Review

The first item on our agenda was to reflect on how the plans we put in place for the Halifax Independent Filmmakers Festival turned out. In advance of HIFF a subcommittee worked together to prepare an interim policy that could be used at the festival. The policy was printed and distributed as a flyer in the HIFF venue along with the program guides. We also created orange Safe buttons for volunteers and staff who had taken part in the Safer Spaces training to wear, in order to make them easily recognizable in case anyone needed to access them.

We received lots of positive feedback about the buttons. People thought they were subtle but effective. One area for improvement was in the scheduling and designating of volunteers as Safer Spaces representatives. Volunteers were not separately assigned to be Safer Spaces volunteers (it was simply added to other their duties) and so it was not clear who was responsible for that role at any given event. Some events, like the party that AFSCOOP hosted during the festival, definitely required separately designated Safer Spaces volunteers, which we neglected to put in place (although staff and volunteers trained in Safer Spaces were present).

We also discussed the idea of passive vs. active response. Should our Safer Space reps solely receive disclosures, or should they also intervene if something looks questionable? This brought up a complex discussion of how to assess situations and whether that would be something that would require additional training.

#### Future Events discussion

At future events we decided it would be good to include a verbal statement reminding members about our Safer Spaces goals to increase awareness throughout the community. We also decided that it would be useful have a poster or two on the walls of AFSCOOP stating a short version of interim policy to start making it visible in the day-to-day life of the co-op. This led to a broader discussion about how to include our Safer Spaces mandate in different kinds of events: workshops, meetings, screenings, parties etc.

#### Goals and Vision Setting

Next on our agenda we began discussing our vision and goals for the policy. We wanted the spirit of the document to be consistent and in order to do this we needed to agree on the general approach. While this is not a final list, here are some of the goals that we have chosen to date.

The policy should be:

- A) Accessible - written in language that everyone can understand
- B) Thorough / expansive / inclusive
- C) Transparent
- D) Positive / welcoming / proactive / nurturing
- E) Clear - include a step-by-step procedure for reporting and a timeline of what will happen when a complaint is made